

THE GEORGE WASHINGTON UNIVERSITY

MINUTES OF A MEETING OF
THE UNIVERSITY SENATE
February 9, 1968

The University Senate met at 2:10 pm, Friday, February 9, 1968, sixth floor, Library, President Elliott presiding.

Before proceeding to matters presented on the agenda, President Elliott informed the members of the death of Professor Lubin Poe Leggette, Chairman of the Department of Speech. The Senate stood for a moment of silence.

The minutes of the meeting of January 12, 1968, were approved as distributed, after the inclusion of the following amendment proposed by Professor Robert C. Willson:

Insert a paragraph on page one following the quoted report by the Executive Committee: "This statement was formulated by the Executive Committee following President Elliott's presentation to the Committee of the evidence supporting his belief that explicit assurance had been given that the draft law would not be operated so as to impair the legitimate right of students to protest."

Professor Wood announced the election of Professor Max Pock, Department of Law, to fulfill the term of Professor Robert E. Park, who had resigned from the Senate, and the election of Professor David Seidelson, Department of Law, elected as a replacement for Professor David Sharpe during the Spring 1968 Semester, while Professor Sharpe is on sabbatical leave.

Professor Wood welcomed Professors Robert W. Kenny and Edwin L. Stevens, who had returned from leaves of absence.

On behalf of the Executive Committee, Professor Wood presented the nomination of Professor Alton H. Desmond as Chairman of the Professional Ethics and Academic Freedom Committee, to replace Professor Robert E. Park. There being no further nominations, Professor Desmond was elected unanimously. Professor Park is to remain as a member of the committee.

Professor Willson, Chairman of the Appointment, Salary, and Promotion Policies Committee, presented an Interim Report prepared by that committee, a copy of which was distributed to all members of the Senate, and a copy filed with the official Senate minutes.

Professor Allen, Chairman of the Committee on Faculty Performance and Development spoke to a RESOLUTION TO AMEND CODE AND ORDINANCES, PRINCIPLES, STANDARDS, AND PROCEDURES (67/9), which had been mailed with the Agenda, and moved its adoption. The motion was seconded, and discussion to the question followed.

Professor Perros questioned "the thinking" behind the appointment of the Chairman of the proposed Faculty Tenure Committee, by the Executive Committee, as provided in paragraph 5. Professor Allen replied that the committee felt that by having the Executive Committee nominate the chairman, it would permit the chairman to be appointed independent of a particular school or department.

Professor Heller questioned the submission of the Resolution by the Faculty Performance and Development Committee instead of by the Appointment, Salary, and Promotion Policies Committee, and suggested the withdrawal of the Resolution.

Professor Wood pointed out that the Faculty Organization Plan provides that the Executive Committee has the responsibility to determine the jurisdiction of Senate Committees. He stated that many committees have a concurrent interest in matters, but that it was necessary to divide the work among the committees.

Professor Wood further stated that he felt it was highly desirable that the Senate should respond in one way or another to the Board of Trustees' recommendation that an All-University Committee be formed to review tenure positions, and make recommendations to the President. He stated, however, that he was not convinced that a special committee was necessary, and that he would be willing to send the Resolution back to the Faculty Performance and Development Committee for further consideration.

Further discussion to the question followed by Professors Willson and Allen.

President Elliott spoke briefly of Dr. Dowling's comments to him regarding this matter. He mentioned that Dr. Dowling, a member of the Board of Trustees of George Washington University, had been a faculty member of this university before he went to the University of Illinois, College of Medicine.

Confronted with legislative investigations from time to time regarding the appointment to tenure of faculty members by the Board of Trustees, Dr. Dowling suggested that this device was effective at the University of Illinois in overcoming "two or three absurdly difficult decisions." Dr. Dowling suggested "it may be useful to George Washington to have a similar device."

President Elliott further commented that Dr. Dowling may not know of the workings of the present Code and Ordinances, and he did not question our procedures. Instead, he was simply offering the benefit of his knowledge of this device in use at the University of Illinois. He mentioned that Dr. Dowling had been invited to attend today's meeting of the Senate, but that he was unable to do so as he found it necessary to return to Illinois.

Professor Heller reported a number of faculty members felt negatively toward the formation of such a committee.

Professor Perros suggested the tabling of the Resolution until the next meeting.

Professor Allen agreed it would be a good idea, but said that he did not wish to withdraw the Resolution. He welcomed further instructions.

Professor Schlagel agreed with Professor Allen that responsibility should be transferred to a faculty committee, but stated that "the crux

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of the matter is whether or not a ten-man committee is best qualified. *to make the evaluation*
Someone who knows the faculty member in question would be a better committee,
and what is needed is someone who knows the individual."

Professor Allen expressed the opinion that the committee should perhaps be smaller and said that he did not see it as a body to determine the application of criteria: "I think it is a matter for departments to handle - the qualifications of an individual."

Further discussion to the question followed by Professors Willson, Schlagel, Allen, Stevens, Vice President Bright, and Professor Zuchelli.

Professor Wood moved to recommit the Resolution to the Committee. The motion was seconded, a voice vote called, and the motion was passed.

President Elliott interrupted the order of business on the Agenda to welcome Dean Harold Liebowitz of the School of Engineering and Applied Science.

As provided by Item 6 of the Agenda (brief statements by visitors and members), the chair recognized Mr. Robin Kaye, retiring President of the Student Government, who spoke briefly. He commenced by quoting from the Statement on Free Expression and Protest on Campus, adopted by the Senate at its November 17, 1967, meeting. Then he spoke of the continuing wishes of the Student Government to see a "true" University Senate, with members drawn from the Student body, Faculty, Administration, and Trustees. He closed with the statement, "The purpose of this University Senate would be to impart knowledge, to invite dissent, to seek truth."

The chair then recognized Professor Peter Hill, Chairman of the Student Relationships Committee, who spoke of the steps that had been taken to effect the abolishment of the Student Life Committee to comply with the President's wishes, and explained the functions of a Student Court.

There being no further business, the meeting was adjourned at 3:37 pm.

Frederick R. Houser
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Secretary

INTERIM REPORT OF THE UNIVERSITY SENATE COMMITTEE ON
APPOINTMENT, SALARY, AND PROMOTION POLICIES 2/9/68

Progress Toward the AAUP "A" Scale for All Faculty Ranks by 1970-71

As the President's Memorandum to the Faculty and Staff of January 25, 1968, makes perfectly clear, there is a significant increase in the average compensation for full professors in the 1968-69 budget approved by the Board of Trustees on January 18. Average compensation for instructors, assistant professors, and associate professors continues at the AAUP "A" rating. The average compensation for full professors for 1968-69 jumps \$2,404, lifting the GW average \$1,911 above the "B" rating for that rank, but falling \$2,589 below the "A" rating.

The AAUP's "A" average for full professors increased \$930 in 1967-68 over 1966-67, and \$940 for 1968-69 over 1967-68. If we assume the increase for this rank to remain at \$940 for each of the next two years, the GW full professors' compensation will have to increase \$940 plus \$940 plus \$2,589--or \$4,469 in the next two budgets for us to reach the "A" rating in 1970-71. The average compensation for associate and assistant professors will have to increase about \$400 for each of the next two budgets, while the average compensation for instructors will have to increase about \$370 each year for the University to maintain the "A" rating at those ranks. All this seems possible under present circumstances.

The Committee feels it is important to point out that the plans for achieving the AAUP's "A" scale at all ranks by 1970-71 are based on projections made on the basis of the following assumptions (among others): (1) there will be no increase in the size of the faculty during this period, and (2) promotions in rank will be compensated by natural attrition.

We remind our colleagues that the AAUP's average compensation scale dollar totals include salary, the University's contribution to TIAA/CREF retirement (10% of salary), and about \$425 of other fringe benefits which the AAUP includes in its computations. (See the June issue of the AAUP BULLETIN for details.) Average compensation includes for each rank: compensation for the senior faculty at that rank as well as for the newly appointed or newly promoted, and compensation for faculty in disciplines of high marketplace demand as well as for faculty in other disciplines. Averages being what they are, about half the faculty at a given rank can expect to be above average -- and vice versa.

Burton S. Epstein
Raymond Fox
Margaret Kiley
N. David Nelson

Richard H. Schlagel
Klaus Thoenelt
Harold Bright, ex officio
Robert C. Willson, Chairman

THE GEORGE WASHINGTON UNIVERSITY
Washington, D. C.

January 5, 1968

The University Senate

The University Senate will meet at 2:10 pm, Friday, January 12, 1968, in the Faculty Conference Room, sixth floor, Library.

- Agenda:
- 1) Minutes of previous meeting.
 - 2) Announcements.
 - 3) Report of action of the Executive Committee.
 - 4) Nomination of Professor Theodore P. Perros as a member of the committee on Athletics by the Executive Committee. Election.
 - 5) Nomination of Professor Robert E. Cronin as Acting Chairman of the committee on Administrative Matters as they Affect the Faculty, for Professor David Sharpe, on Sabbatical Leave. Presented by the Executive Committee. Election.
 - 6) Interim Report of the committee on Public Ceremonies presented by Professor John G. Boswell, Chairman of the committee.
 - 7) Period for brief statements by members of the Senate and by visitors.
 - 8) Adjournment.

Frederick R. Houser
Secretary